

~~SECRET~~~~CONFIDENTIAL~~

4 April 1958

## MEMORANDUM FOR THE RECORD

SUBJECT: Meeting with Chief of A & E Staff Concerning  
JOT Program

1. The undersigned met with [REDACTED] on the afternoon of 25X1A9a  
3 April to discuss the problem of selecting JOT's for training and  
projected assignments within the major components of CIA. Initially  
the discussion concerned the type of appraisal which could be made in  
an introductory screening course to be offered by the Intelligence  
School, and in general the Chief of the A & E Staff concurred in the  
concept that the Intelligence School could develop data regarding the  
JOT's capabilities and interests in performing functions required of  
the Intelligence Officers working in the DD/I components. The second  
part of the discussion was directed toward the problem of developing  
data about the JOT in terms of his intellectual abilities and his  
aptitudes and interests for clandestine activity. The following  
points were discussed in some detail:

- (a) The need to develop a training situation in which  
the JOT will demonstrate his attitude toward  
clandestine activity and in which an appraisal  
can be made of his reactions to clandestine  
situations.
- (b) The need to delineate the kind of projected  
assignment within the Clandestine Services for  
which the JOT is being trained.
- (c) The programing for the clandestine training  
the JOT is to receive initially at Headquarters.

2. With reference to (a) above, [REDACTED] illustrated his 25X1A9a  
views on this point by suggesting a series of training situations in  
which the JOT is given opportunity to experience clandestine activity.  
For example, it was suggested that the Headquarters phase of clandestine  
training include a series of exercises involving casing, clandestine  
personal meetings including debriefing of the contact, and surveillance.

JOB NO. [REDACTED] BOX NO. [REDACTED] FLD NO. [REDACTED] DOC. NO. 5 NO CHANGE  
IN CLASS/ DECLASS/ CLASS CHANGED TO: TS S C REF. JUST. 22  
NEXT REV DATE 10 FEB 80 REVIEWED 025614 TYPE DOC. 02  
NO. PCS 3 CREATION DATE [REDACTED] ORG COMP 11 OF 11 ORG CLASS 5  
REV CLASS C REV COORD. AUTH: HR 70-3

~~SECRET~~~~CONFIDENTIAL~~

~~SECRET~~

~~CONFIDENTIAL~~

I expressed my views on this point and tried to point out that unless the JOT had acquired a considerable knowledge of the active opposition, their methods of controlling clandestine activity, and the CE or CI techniques which they employ, participation as a student in this type of exercise at the beginning of their training period would be extremely unlikely to produce the type of reaction or the attitudes which the A & E Staff could appraise and from which a judgment concerning the individual's future training and assignment could be made. It was therefore suggested that the Chief, A & E Staff define in detail the kinds of attitudes and interests required by A & E in order that an intelligent judgment concerning the future training and assignment could be made and upon receipt of this information I would attempt to determine from the Chief of the Operations School whether appropriate training could be developed in order to produce such attitudes and interests.

3. With reference to point (b) above, it was pointed out that of the Junior Officer Trainees who had already gone through the program and been assigned within the Clandestine Services, very few had actually received assignments as field case officers. The type of assignment these young men and women have received are varied and for the most part do not involve the manipulation of foreign people, the adaptation to foreign culture and environment, or the employment of clandestine techniques in the achievement of their assigned tasks. This does not imply that many of the Junior Officer Trainees now on duty with the Clandestine Services will not be required to perform the functions of a field case officer at some date in the future. It was [REDACTED] 25X1A9a view that in order to distinguish between JOT's who should be trained for assignments in the DD/I and DD/S components and those who are to be trained for assignments in the DD/P, the initial appraisal should be directed toward intellectual and emotional characteristics peculiarly appropriate to a field case officer. If the field of assessment and evaluation was to be diffused in terms of the qualifications of an individual suitable for any type of employment within the Clandestine Services, it would not be feasible to attempt such judgments in the limited time available.

4. It was [REDACTED] suggestion that programing for the first 25X1A9a four phases of training, e.g. (a) orientation, (b) the introductory screening course of the Intelligence School, (c) the introductory screening course to be conducted by the Operations School, and (d) the introductory program to be offered by the School of International Communism might best be scheduled on an integrated basis. It was

~~SECRET~~

~~SECRET~~

~~CONFIDENTIAL~~

suggested that subjects to be taught by the Intelligence School and the School of International Communism be presented during the morning periods of training and that the training to be offered by the Operations School be presented during the afternoon periods of instruction, thereby allowing a longer period of training for the Operations School and including greater opportunity for the type of training exercise required to produce student reactions and student attitudes toward clandestine activity.

3. It was agreed that [REDACTED] would provide me with a statement of the type of attitudes that should be developed by operational training in order to permit the A & E Staff to make proper judgments regarding the further training and assignment of the JOT, this information to be ready on or before 8 April. Upon receipt of this information I will then be in a position to discuss this question in detail with the Chief of the Operations School and the Chiefs of Headquarters and Field Training, OC. On the basis of this discussion an effort will then be made to bring the A & E Staff and the Operations School together on this problem.

25X1A9a

[REDACTED] 25X1A9a

~~SECRET~~

~~CONFIDENTIAL~~